

**KESZ, KFYI, KGME, KMXP, KNIX-FM, KOY, KYOT-FM, KZZP****EEO PUBLIC FILE REPORT****June 1, 2015 - May 31, 2016****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Senior Vice President - West Coast Sales	2-19, 22-28	28
PROGRAMMING ASSISTANT	2-20, 22-27	20
SALES OPERATIONS SPECILIST	2-19, 22-27	19
PRODUCER	1-19, 22-27	1
INTEGRATED MEDIA ACCOUNT EXECUTIVE	2-19, 23-24, 26-28	28
INTEGRATED MEDIA ACCOUNT EXECUTIVE	2-19, 23-24, 26-28	28
INTEGRATED MEDIA ACCOUNT EXECUTIVE	2-19, 23-24, 26-28	6
INTEGRATED MEDIA ACCOUNT EXECUTIVE	2-19, 23-24, 26-28	28
Associate Producer	2-12, 14-20, 22-26, 28	20
INTEGRATED MEDIA ACCOUNT EXECUTIVE	2-19, 23-24, 26, 28	28
PROJECT MANAGER	2-19, 21-28	28
Senior Vice President - Sales	2-7, 9-13, 15-18, 21-22, 25, 27-28	21
Broadcast Transmission Engineer	2-7, 9-13, 15-18, 22, 25, 27-28	28
Sales Support	2-7, 9-13, 15-18, 22, 25	18
National Sales Assistant	2-7, 9-13, 15-19, 22, 25, 27	19

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Career Services Manual Posting	N	1
2	Alpha Pacific Institute and Studios 4801 E McDowell Rd Suite 200 Phoenix, Arizona 85008 Email : <a href="mailto:studentservices@cox.net">studentservices@cox.net</a> Fax : 1-602-244-0304 Career Services	Y	0
3	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.amfmjobs.com">www.amfmjobs.com</a> Fax : 1-760-754-2115 Career Services Manual Posting	Y	0
4	Anthem College Online 16404 N Black Canyon Hwy Suite 180 Phoenix, Arizona 85053 Phone : 602-889-2744 Url : <a href="http://www.anthemonline.com">www.anthemonline.com</a> Email : <a href="mailto:jtorres@anthem.edu">jtorres@anthem.edu</a> Fax : 1-602-391-2410 J Torres	Y	0
5	Arizona Broadcasters Association Job Bank (ABA) 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a> Fax : 1-602-252-5265 Jennifer Latko Manual Posting	Y	0
6	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : <a href="http://www.asu.edu/career.com">www.asu.edu/career.com</a> Career Services Manual Posting	Y	1

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7	Arizona Women's Education & Employment, Inc (AWEE) 640 N 1st Ave Phoenix, Arizona 85003 Phone : 602-223-4333 Url : <a href="http://www.awee.org">www.awee.org</a> Email : <a href="mailto:kateoconor@awee.com">kateoconor@awee.com</a> Fax : 1-602-223-4338 Kate O Connor	Y	0
8	Collins College 1140 S Priest Dr Tempe, Arizona 85281 Phone : 480-446-1111 Url : <a href="http://www.collinscollege.edu">www.collinscollege.edu</a> Email : <a href="mailto:aroberts@collinscollege.edu">aroberts@collinscollege.edu</a> Fax : 1-480-446-1177 Amy Roberts	Y	0
9	Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : <a href="mailto:MBernard@azdes.gov">MBernard@azdes.gov</a> Fax : 1-602-268-3594 Career Services	Y	0
10	Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Url : <a href="http://www.phoenix.va.gov/">http://www.phoenix.va.gov/</a> Email : <a href="mailto:jacqueline.zepp@va.gov">jacqueline.zepp@va.gov</a> Fax : 1-602-627-2804 Jacqueline Zepp	Y	0
11	East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 Url : <a href="http://www.evit.com">www.evit.com</a> Email : <a href="mailto:sgrosz@evit.com">sgrosz@evit.com</a> Steve Grosz	Y	0

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12	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : kareng@msn.com Fax : 1-480-994-4155 Karen Gardner	Y	0
13	Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-261-7161 Url : www.wehelpwomen.com Email : astakes@fswf.org Fax : 1-602-257-9691 Amy Stakes	Y	0
14	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
15	Goodwill of Central Arizona 2626 W Beryl Ave Phoenix, Arizona 85021 Phone : 602-535-4449 Email : employerexperienceteam@goodwillaz.org Fax : 1-602-535-4358 Sue Hamilton	N	0
16	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : chaymore@gphxul.org Fax : 1-602-253-7359 Chester Haymore	Y	0
17	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	6
19	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	6
20	Internal Hire	N	2
21	LinkedIn / Word of Mouth	N	3
22	Maricopa Community Colleges Career Network (non-commission jobs only) Arizona Url : <a href="http://www.maricopa.edu/careers">www.maricopa.edu/careers</a> Career Services Manual Posting	Y	0
23	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Online Source Manual Posting	N	0
24	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Online Source Manual Posting	N	0

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25	South Mountain Community College (non-commissioned jobs only) 7050 S 24th St Phoenix, Arizona 85042 Phone : 602-243-8000 Url : www.southmountaincc.edu Email : suzanne.hipps@southmountaincc.edu Fax : 1-602-243-8383 Suzanne Hipps	Y	0
26	Station Websites (one or more SEU stations) 4686 E Van Buren St Suite 300 Phoenix, Arizona 85008 Career Services Manual Posting	N	0
27	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : info@blackchamber.com Fax : 1-602-307-5204 Channel Powe	Y	0
28	Word of Mouth Referral	N	13
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>32</b>

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/8/2015	Participation in events or programs sponsored by educational institutions	Our Market President spoke at The NAB Education Foundation Media Sales Institute . An intense workshop for graduating seniors designed to introduce them to Media Sales as a career. Our Sales Management Team also interviewed candidates at this event.	6	Market President General Sales Manager General Sales Manager General Sales Manager
2	4/21/2016	Participation in Job Fairs	Attended a Deaf and Hard of Hearing Job Fair sponsored by Arizona Department of Economic Security at the Phoenix Day School for the deaf. This job fair was attended by deaf and hard of hearing young adults.	1	Human Resources Manager
3	4/28/2016	Participation in events or programs sponsored by educational institutions	10 students and 6 adults from a special needs class at Mesquite High School in Gilbert, AZ took a tour of the stations. We talked to different morning shows about their jobs in Radio.	10	Human Resources Morning Host Morning Host Morning Host
4	5/12/2016	Co Sponsoring Job Fair	Attended the Arizona Broadcasters Association Job Fair. Held at East Valley Institute of Technology. Spots were ran for this job fair on all 8 of our Stations.	1	HR Manager